SANCTIONS

Equity & Title IX Annual Volunteer Training
August 2023
WHO ISSUES SANCTIONS?

Title IX

- Students, Faculty, or Staff Respondents: Hearing Panel
- MUHC Staff Respondent: AMC decision-maker

Equity

- Students Respondents: Hearing Panel
- Faculty Respondents:
  - Hearing Panel makes recommendation to Provost of sanctions to be imposed
  - Provost makes finding of sanctions
Factors to Consider in Sanctioning

- The nature, severity of, and circumstances surrounding the violation;
- The disciplinary history of the Respondent;
- The need for sanctions/remedial actions to bring an end to the discrimination, harassment and/or retaliation;
- The need for sanctions/remedial actions to prevent the future recurrence of discrimination, harassment and/or retaliation; and
- The need to remedy the effects of the discrimination, harassment and/or retaliation on the Complainant and the University community.
EXAMPLES OF SANCTIONS IN STUDENT MATTERS

- Expulsion
- Suspension for a fixed period of time
  - From specific campus or the entire UM System
  - Implemented in conjunction with discretionary sanctions
- Trespass someone from campus
- Limit their access to certain areas of campus
  - Residence Halls
  - Campus Dining
  - Parking Structures
  - Colleges
  - Rec Center
EXAMPLES OF SANCTIONS IN STUDENT MATTERS

- Probation
- No contact with Complainant / Respondent
  - Or witnesses
- Verbal or Written Warning
- Restitution
- Loss of privileges (access to campus wifi, email, parking)
- Withdrawal of recognition (of a student organization)
- Other discretionary sanctions: Community service (most likely used in non-sexual misconduct matters), reflection paper, personal growth/development plan/essay, educational programming as directed by Equity/Title IX Office, etc.
  - Fixed period of time or until graduation
EXAMPLES OF SANCTIONS IN FACULTY MATTERS

- Recommend termination
- Recommend removal from appointed position
  - Department Chair
- **No contact with Complainant / Respondent**
  - Or witnesses
- **Move office locations**
- **Prohibited from certain buildings or areas of campus**
- **Written reprimand in personnel file**
- **Remove supervisory or evaluative duties from Respondent over Complainant or others involved**
EXAMPLES OF SANCTIONS IN FACULTY MATTERS

- Verbal or written warning
- Performance Improvement Plan
- Required training/education
- Loss of annual pay increase
- Suspension without pay
- Nonrenewal of appointment
- Adjustment/loss of privileges/duties (e.g., cannot advise a student group or lead a study abroad program or serve on a particular committee or attend certain types of department functions, etc.)